



State of New Jersey

Office of the Governor

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JAMES E. MCGREEVEY
Governor

PARA ENTREGA INMEDIATA
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IDA L. CASTRO RENUNCIA COMO COMISIONADA DE PERSONAL DE NEW JERSEY

(TRENTON) - El Gobernador James E. McGreevey aceptó hoy con pesar la renuncia de Ida L. Castro, Comisionada de Personal.

Castro, una reconocida abogada con una extensa carrera en relaciones laborales y derechos civiles, dedicó su término como Comisionada de Personal en mejorar el sistema 'merit' de méritos al asegurar igualdad y oportunidades para todos los empleados estatales. Deja su posición en el Departamento de Personal para servir como Presidenta en Derechos Civiles para el centro Haywood Burns en la Universidad de CUNY Escuela de Leyes.

“Es con gran tristeza que acepto la renuncia de la Comisionada Castro”, dijo el Gobernador McGreevey. “Por su liderazgo, nuestro estado tiene una fuerza laboral que hoy en día está mejor alineada con las necesidades de nuestros ciudadanos que hace dos años”.

“Cuando comencé mi término, le indique a la Comisionada Castro, que en conjunto con todos los miembros de mi gabinete, administrará los recursos humanos del estado con eficiencia y efectividad así asegurando que las necesidades y prioridades de nuestro estado fueran resueltas. Sus esfuerzos y liderazgo han resultado en la reducción de administradores intermedios, ha incrementado el personal de primera línea creando una fuerza laboral diversificada en todos los niveles de gobierno.

“Como la primera latina en servir como Comisionada de Personal, y la latina de mas alto rango dentro del gobierno estatal, la Comisionada Castro ha sido invaluable en su enlace con hispanos en New Jersey, la mayor minoría en el estado.

“Como Presidenta del Hispanic Advisory Council, (Concejo Asesor Hispano) la Comisionada Castro lideró el desarrollo del Hispanic Advisory Council 2003 Policy Report, un mapa sustantivo sobre temas y política que afecta a los hispanos de New Jersey. Estas recomendaciones están ayudando en asegurar que la comunidad latina de New Jersey continúe progresando y ayudando a nuestro estado permanecer como un gran lugar donde las familias hispanas pueden vivir y trabajar.

“Su compromiso con lo justo para todos los ciudadanos de New Jersey será genuinamente extrañado. Le deseo lo mejor al emprender esta nueva oportunidad profesional, y deseo que continúe asesorándonos sobre los temas importantes que enfrenta New Jersey.”

El Gobernador espera nombrar un nuevo comisionado en las próximas semanas.

En su carta de renuncia al Gobernador, la Comisionada Castro escribió lo siguiente:

“Deseo extenderle mi mas encarecido agradecimiento por la oportunidad de servir el gran estado de New Jersey, juntos y acompañados por un gran equipo que usted formó, para asegurar el bienestar de todos los ciudadanos de New Jersey; y que nuestras comunidades se fortalecieran y sean mas educadas; y que nuestros niños reciban las mejores oportunidades educacionales para que ellos puedan obtener los mejores trabajos en el

país; y que reconozcamos y tomemos nuestro lugar líder, ganado por derecho, en la nación en la creación de empleos; y que en nuestro estado, gobiernos locales y municipales puedan contar con un sistema de servicio civil justo y eficiente que atraerá, cultivará y retendrá individuos de mayor talento que reflejen el estado de New Jersey.

“Al retirarme para ayudar en la formación de una nueva generación de individuos en nuestra profesión dedicada al servicio público, se que mis experiencias bajo su tutela me proven una base sólida, en teoría y practica, y me permitirán ser mejor académica y concejera”.

Under Commissioner Castro’s leadership, the Department’s achievements include:

- **iMPROVED and applied technology-** DOP is implementing CAMPS (County and Municipal Personnel System), a new web-based system that will allow county and municipal Appointing Authorities to transmit their employee information to NJ DOP via the Internet. DOP also launched a new on-line resume bank <<http://www.nj.gov/personnel/IS/dop-pros.htm>> (DOP • PROS) that will help match qualified employees with intended employers.
- **Streamlining Application and Testing Process-**In partnership with the Department of Labor (DOL) and the Department of Transportation (DOT), local agencies now have the means to offer computer-based testing, regularly scheduled police and fire exams and police assistant programs.
- **Reduced Merit System Appeals-** In two years, the Department has significantly reduced appeal backlogs and waiting times for appeal resolution. The processing time for written record appeals in the areas of list removals, bypasses, sick leave injury (SLI) benefits, discrimination, minor discipline and grievances has been reduced from over one year to six months. Currently, there is no backlog in this area.
- **Shared Services - Shared Services Centers** <<http://www.nj.gov/personnel/shared/index.htm>> deliver a majority of “traditional” Human Resource functions to state agencies. To better serve the assigned agencies, Shared Services has expanded to seven functioning centers to manage payroll, health and dental benefits, recruitment, time management, certifications and many more functions.

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August 1, 2004

Governor James E. McGreevey
New Jersey Statehouse
Trenton, New Jersey 08016

Dear Honorable James E. McGreevey,

You asked that I join your team in January 2002 as Commissioner of the Department of Personnel so that together we could embark in the noble goal of making sure that we returned government to serve the people of New Jersey ensuring that its' workforce fully reflect the richness in diversity of the State and that we change for the better the way we serve the our citizenry. It is with a great sense of accomplishment and pride that I tender my resignation to this post effective September 1, 2004 as I move on to return to my first career love and accept the invitation to serve as the Haywood Burns Chair at CUNY School of Law.

I wish to extend you my heartfelt gratitude for the opportunity to serve the great State of New Jersey together with the outstanding team you have brought together to ensure that all New Jerseyans remain safe; that our communities grow stronger and smarter; that our children receive the best educational opportunities so they may take on the best jobs in the country; that we assume our rightful place leading the country in job creation; and that our state, local and municipal governments count with a fair and efficient civil service system that will attract, nurture and retain the best and most talented individuals who will reflect all New Jerseyans.

At the Department of Personnel I have cut red tape and streamlined regulations so that a smaller but more focused staff can avail itself of the appropriate technological infrastructure and enable the State to recruit the most diverse and skilled workforce to its law enforcement and direct services ranks. You appointed the most diverse cabinet in the history of our State and can now rest assured that New Jersey has the most diverse workforce throughout its ranks in its history. I also strengthened our training capabilities to ensure that state, local and municipal governments can access quality affordable training that will maintain its' workforce well prepared to face myriad daily challenges, be it securing our communities, providing medical care, or protecting the most vulnerable children. And, by ensuring that processes were leaner yet better at the initial stages of our system, we have slashed by more than 50% the appeals before the Merit System Board--perhaps the most telling measurement of a system that guarantees opportunities for all.

By working closely with my colleagues I expanded the reach of our services through partnerships with the Departments of Labor and Transportation respectively. I also worked with the Departments of Education, Banking and Insurance and Motor Vehicles Commission, to name just a few as we implemented shared services, improving thereby the quality of our services through consolidation and efficiency so that important resources could be reinvested to direct services. And, working in close coordination with the Department of Treasury, we were able to implement the Early Retirement Incentive program averting draconian layoffs and creating instead the opportunities to diversify our staff at all levels and redirect our efforts to protect the most vulnerable children, staff our institutions to care for the developmentally disabled, and strength our security.

As I move on to help form a new generation of individuals in our profession committed to public service, I know that my experiences under your stewardship provide me a stronger foundation, both theoretical and practical, and will enable me to be a better academic and counselor.

There are many memorable experiences that I will take with me, such as your appointment of the first Hispanic to sit on New Jersey's Supreme Court, a moment that I never thought I would actually experience. On behalf of the Latino/Hispanic community I will take this opportunity to share with you the overwhelming sense of pride and delight that your recognition of our communities' talents and potential and inclusion at the highest court of this state has given this important segment of our society.

And, you afforded me the opportunity to work side by side with the most extraordinary and talented group of public servants at the Department of Personnel, who embraced our ideas and assisted me in meeting your expectations.

Lastly, it was a privilege to serve with such a talented cabinet and governor staff. I am humbled by the opportunity to serve you in such outstanding company. Please know that I will continue to work hard to support your goals albeit in a different forum as I know that your vision for our state is the right one and that your commitment and determination will ensure that we continue our firm steps in the right direction.

Please know my support for your continued efforts to build a better and more prosperous New Jersey for all of us remains and I hope that you will call on me to further these common goals.

Sincerely,

Ida L. Castro

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